

Librarians' Advocate

Official Publication of Librarians Affiliated with the University Council-American Federation of Teachers, AFL-

What UC Librarians Gain Through Collective Bargaining

■ SALARIES AND BENEFITS

Salaries and benefits are usually uppermost on people's minds. Collective bargaining negotiations have succeeded in achieving cost-of-living salary increases for bargaining unit librarians that are equal in percentage to increases received by the senate faculty. This precedent may prove to be important in the future, as it appears that cost-of-living adjustments may be in jeopardy this fiscal year.

Librarians' salaries and benefits are legally agreed to by the university for the duration of the contract. This would have been crucial to us had the Gann Initiative passed in the 1986 general election. Its salary limitation feature would have affected few, if any, librarians in the unit. But this initiative also required state employees to use all vacation and sick leave during the year it was accrued, or lose any time not taken. Legal opinion expressed during the campaign indicated, however, that the initiative would not have affected UC employees covered by contracts with the university. The contract may thus provide protection against similar measures that might be passed in the future.

■ LAUC

The Librarians Association of the University of California (LAUC) has been strengthened and revitalized because of the union contract, which legally affirmed LAUC's status as the official advisory body to the library and university administrations in matters related to the operations and policies of the libraries. LAUC was also designated as the body to recommend peer review procedures, professional development and research fund allocation procedures, and revisions in the Academic Personnel Manual. In fact, the recent APM revisions resulted from recommendations made by LAUC in response to this mandate. The APM changes offer LAUC divisions the opportunity to revise local peer review procedures to conform to the provisions in Article IV of the contract (procedures for promotion and advancement). Indeed, the procedures described in this article *must* be incorporated into each division's procedures.

■ PROFESSIONAL DEVELOPMENT FUNDS

Another substantial financial gain from our contract is in Article III, Sections B-H, which guarantee a certain level of university funding each year for professional development and research activities. Before the contract, access to research and professional development funding varied widely among the campuses and funding was not guaranteed from year to year. The contract now provides for a stable, assured source of funding that librarians can draw upon for travel, lodging, registration fees for professional meetings, and for research.

The contract stipulates that campus funds for professional development and research and statewide funds for research are to be allocated to members on a competitive basis. APM section 360A also gives LAUC the authority to recommend procedures for the allocation of these funds. The UFL is carefully monitoring LAUC's independence in the development of these procedures and the university's commitment to its recognition of LAUC's role. It is the UFL's position that the duly constituted LAUC committee, free from administrative interference, has the full responsibility for the assessment of the academic worth of a request for funding. As proposed by the UFL during the initial negotiations, and as agreed to by the university, the stipulation that the funds would be awarded on a competitive basis should insure high standards for the awards. It is also the UFL's position that this money is for the use of individual members of the bargaining unit and not for collective purchases of equipment or supplies or funding programs. If the need for increased funding under this article cannot be demonstrated by proper use of these funds, it will be difficult to augment the amounts in the future.

■ ACADEMIC STATUS AND USE OF TIME

The contract has in several ways helped clarify lingering confusion about the academic status of librarians and has dispelled the myth that the provisions of the Staff Personnel Manual may be applied to librarians. (If you feel they have been, contact your local union representative.) The concept that UC librarians, as academic professionals, have discretion and flexibility in the use of work time has been confirmed and legitimized by Article III, Section A.

continued inside

■ STATUS AND TIME (continued)

Librarians are not obliged to "clock in" or work a specific shift other than to meet the library's programmatic needs and fulfill commitments established by the university. Librarians can engage in professional activities such as study, writing, research, public/university service, workshops, institutes, or conferences. The choice of which type of activity to pursue is up to the individual and cannot be dictated by supervisors or unit heads. This clause has been helpful in equalizing campus administrative policies regarding librarians' use of time and participation in professional activities.

What the Union Does for You

Electing an exclusive collective bargaining representative has made UC librarians part of a larger movement of educational employee organizations. Our state and national organizations (California Federation of Teachers and American Federation of Teachers) lobby for legislation and policies that are beneficial for the educational system and for educational employees. A portion of member dues goes toward those efforts, as well as providing legal support for bargaining unit members whose contractual rights are violated.

These and other benefits accrue to all UC librarians who are members of the bargaining unit—whether they are union members or not. Librarians who decide to join the union are making a commitment to contribute to the collective bargaining effort and to help determine the future direction of the union.

Our negotiating strength as we attempt to make improvements in the contract depends to a great extent on the membership level of the union. It is in each librarian's interest to join the union, because membership is part of what gives us the clout to effectively serve both individual and collective interests. Please contact the president of the AFT Local on your campus about joining.

Research Opportunities

UC librarians interested in research are urged to avail themselves of research opportunities open to them under the terms of the UFL Agreement. Article III, Section A, provides:

Librarians in the unit are required to devote their time and energies to service on behalf of the university. Certain commitments established by the university will involve specific schedules and obligations that shall be met by the unit members. Choice of other activities, such as study, writing, research, public service, and requests to attend workshops, institutes, and conferences, as well as the choice of professional organizations in which to be active, are left to the discretion of the individual in the unit. *There shall be reasonable flexibility and reasonable individual discretion for librarians in the unit in the use of university time so that they may function as academic appointees of the University of California.*

Article III, Section B, continues:
The university shall provide funding and opportunities for research and other professional development

Librarians may exercise individual discretion in the reasonable and flexible use of university time in order to function as academic appointees. The decision to do research is theirs to make.

activities. Other professional development activities include creative projects and attending professional meetings, conferences, seminars, and workshops. Such funding and opportunities shall be allocated and distributed on a competitive basis at the campus level in accordance with the established procedures. The mix of funding between research and other professional development activities may fluctuate from year to year according to individual campus needs.

Article XIX, Section C(2), further provides:
Other leaves of absence with pay may be granted to a librarian in the unit for good cause. Librarians who wish a leave of absence with pay shall submit a timely request for such leave with sufficient specific information to allow the university to make a decision.

Thus, as it now stands, librarians may, beyond commitments to specific schedules and responsibilities established by the university, exercise individual

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Librarians' Advocate

The Librarians' Advocate is a publication of the University Council-American Federation of Teachers. Comments, editorial contributions, and requests for subscriptions should be sent to: Miki Goral, URL Reference Department, University of California, Los Angeles, CA, 90024.

Reopener Talks to Begin Soon

Each spring the UFL and the university have the opportunity to "reopen" parts of the contract for negotiation. This year the UFL will reopen the following articles:

- I. Recognition
- VIII. Health and Safety
- XII. Salary
- XIII. University Benefits

The university will reopen only Article XXX (duration). Weekly bargaining sessions will begin May 12.

The UFL's chief negotiator this year will be Miki Goral (Reference Department, University Research Library, UCLA). Questions about the reopener talks should be directed to Miki at (213) 825-1544 or (213) 820-8941. The rest of the bargaining team consists of Susana Hinojosa (Berkeley), Roberta Medford (Los Angeles), Tim Sheehy (Los Angeles), Phil Hoehn (Berkeley), and Justine Roberts (San Francisco).

When tentative agreements are reached on revised articles, they will be submitted to the UFL membership for approval. If you would like to vote but have not yet joined the union, please contact the president of the AFT Local on your campus.

Familiarity with the Contract Helps to Make it Work

Numerous references have been made to "the contract" or "the agreement," and to specific articles and provisions. But everyone might not be familiar with what is being referred to or with how it is supposed to work.

All members of the bargaining unit should have received a copy of the contract shortly after it was first ratified, or when they joined the bargaining unit. If you have not been given a copy, please request one from your library personnel office. It is the university's responsibility to provide it.

The only way we can realize the full benefits of the contract is for everyone to become familiar with its provisions, to watch for violations of those provisions, and, if necessary to ensure proper implementation, file formal grievances. Please don't hesitate to contact your Local president if you have any questions or problems.

For More Information About the UFL and the University Council-American Federation of Teachers, contact the president of your campus Local:

UC-Berkeley Librarians
AFT Local 1795
Susana Hinojosa
Moffitt Library
(415) 642-5070

UC-Davis
AFT Local 2023
Kevin Roddy
Rhetoric
(916) 758-7639

UC-Irvine
AFT Local 2226
Sylvester Klinicke
Library
(714) 856-4939

UC-Los Angeles
AFT Local 1990
Phillip Bonacich
Sociology
(213) 825-3017

UC-Riverside
AFT Local 1966
Carl Strikwerda
History
(714) 787-5420

UC-San Diego
AFT Local 2034
Fred Lonidier
Visual Arts
(619) 534-2524

UC-Santa Barbara
AFT Local 2141
James Campbell
English
(805) 961-8329

UC-Santa Cruz
AFT Local 2199
Roz Spafford
Writing Program
(408) 429-4439

Research Opportunities . . .

ual discretion in the reasonable and flexible use of university time in order to function as academic appointees of the university. Librarians may devote this time to a variety of activities, including research. The choice is theirs to make.

The university has also agreed to fund such research and other professional activity at certain minimal levels on each campus.

However, librarians may apply for extended leaves with pay for "good cause." Librarians may apply for research leave under this provision. While there is no right to leave under Article XIX, Section C, the university must consider such requests on their merit. In the past such leaves have been granted to librarians to do research.

The Agreement does not address the amount of time that might be considered reasonable for research leave, but in the past the APM has been used to determine maximum leave accrual credits. Librarians interested in pursuing research projects are encouraged to take advantage of these contractual provisions.

Get Involved

The UFL and the union in general are only as good as their members. What the union accomplishes and the directions it takes result from *collective efforts*. Anyone wanting to help with UFL activities, such as writing articles for the Librarians' Advocate, participating in contract negotiations, handling grievances, or recruiting new members, should contact one of the following: Miki Goral (Reference Department, URL, UCLA), Susana Hinojosa (Moffitt Library, UCB), Phil Hoehn (Map Library, UCB), or Roberta Medford (Public Affairs Service, UCLA).

Questionnaire Enclosed

The UFL is interested in learning more about how members of the bargaining unit are using certain provisions of the contract. This information is essential to doing a better job of negotiating revisions in the contract over the years. A questionnaire for gathering some helpful information is enclosed. Please take a few minutes to fill it out and return it to UC-AFT, P.O. Box 2181, Del Mar, CA, 92014. Thanks.

Librarians' Advocate

P.O. Box 2181
Del Mar, CA
92014

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Questionnaire

The UFL needs to know more about how members of the bargaining unit are using certain provisions of the contract. This information will be very helpful when it is time to propose revisions to the contract in future negotiations. Please take a few minutes now to answer the questions below. For your convenience the backside of the sheet is already addressed; simply fold, stamp, and mail it. Your help in this matter is greatly appreciated.

1. Were you aware that the current contract allows for a special two-month leave?

_____ Yes _____ No

2. Have you applied for a special two-month leave?

_____ Yes _____ No

If yes, was it approved? _____ Yes _____ No

If it was not approved, what reason was given for denial? _____

3. Have you ever (before or after the contract) applied for a leave?

_____ Yes _____ No

If yes, was it approved? _____ Yes _____ No

If it was not approved, what reason was given for denial? _____

4. Have you applied for professional development and research funds through your local LAUC procedures?

_____ Yes _____ No

Did you receive any such funding? _____ Yes _____ No

If yes, how much? _____

5. At which UC campus are you employed?

Campus: _____

6. Please use the space below and the backside of this sheet if necessary to make any additional comments about leaves and/or funding. Thanks again for your help.